

## PHILLIP FINKELSTEIN, ARBITRATOR-FACTFINDER –ATTORNEY AT LAW

Occupation: Arbitrator-Factfinder-Attorney At law

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Labor Relations Experience: 30 years in public/private sector including collective bargaining, unit determinations, unfair labor practices, litigation, comparable worth, Veteran's preference, grievance/interest arbitration (advocate in over 150 arbitrations), just cause, progressive discipline, subjects of bargaining, benefits, pension, management rights, seniority, binding past practice, and contract interpretation.

Industries: Retail, Hospitals, Nursing Homes, Clerical, Confidential, HealthCare, Police, Fire, Nurses in both Private/Public Sector

Neutral Experience: 20 past years has included AAA Panel of Employment Arbitrators, AAA Panel of Mediators/Arbitrators for the New York Life, Sun Life and Prudential Class Action Settlements (800+cases), Minnesota No Fault Insurance Arbitration Panel, and Hennepin County Small Claims Court Referee

Current Labor Arbitration Panels/Lists: Minnesota, Montana, Nebraska and Nevada. Also FINRA

Employment History:

January, 2011-August 2014 Legal Counsel Minnesota Nurses Association

June 2009-Present Phillip Finkelstein Attorney at Law

November 1988-June 2009 Staff Attorney Minnesota Nurses Association (20,000 members)

May 1983-November 1988 Staff Attorney Law Enforcement Labor Services (3500 members)

Training: Hamline University Mediator Program, FMCS Arbitrator Training Institute, Law Degree University of Minnesota, Intern with Arbitrators Jeff Jacobs, Rolle Toenges and Tom Gallagher;

Per Diem Fee: \$900 per scheduled day of hearing/travel plus incurred expenses ie mileage at IRS rate, lodging food and air travel where appropriate.

Cancellation Fee: \$900 per scheduled day of hearing plus expenses if cancelled within 30 days of hearing. Cancellation fee not assessed if hearing rescheduled and conducted within 60 days.

Outside Activities: St. Louis Park City Council 2004-2012, Past AAA Board of Directors, Legal Aid volunteer.

Dated: August 1, 2015